

## **ABSTRACT**

***DELANO GITA SARI (2023), The Influence of Organizational Commitment and Job Satisfaction on Organizational Citizenship Behavior (OCB) at PT. Nusa Sarana Citra Bakti Baturaja. This research was under the guidance of Rosmala Dewi, S.E., M.Si and Dahlia S.E., M.Si.***

*This research aimed to determine the influence of Organizational Commitment and Job Satisfaction on Organizational Citizenship Behavior (OCB) at PT. Nusa Sarana Citra Bakti Baturaja. The data collection technique in this research was through distributing questionnaires to a population of 40 people. The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis, there was an influence of the Organizational Commitment variable on Organizational Citizenship Behavior (OCB) at PT. Nusa Sarana Citra Bakti Baturaja with a value of  $t_{count} 2.097 > t_{table} 2.026$ , there was an influence of the variable Job Satisfaction on Organizational Citizenship Behavior (OCB) at PT. Nusa Sarana Citra Bakti Baturaja with a value of  $t_{count} 7.738 > T_{table} 2.026$ , it was simultaneously found that there was an influence of Organizational Commitment and Job Satisfaction on Organizational Citizenship Behavior (OCB) at PT. Nusa Sarana Citra Bakti Baturaja with  $F_{count}$  value of  $31,290 > F_{table} 3.25$ . The coefficient of determination ( $R^2$ ) obtained was 0.628, this showed the contribution of the influence of Organizational Commitment and Job Satisfaction on Organizational Citizenship Behavior (OCB) at PT. Nusa Sarana Citra Bakti Baturaja amounted to 62.8% while the remaining 37.2% was influenced by other variables not mentioned in this research such as personality, employee morale and motivation (Titisari, 2014, p. 15).*

***Keywords : Organizational Commitment, Job Satisfaction, Organizational Citizenship Behavior (OCB)***

## ABSTRAK

**DELA NOGITA SARI (2023), Pengaruh Komitmen Organisasi Dan Kepuasan Kerja Terhadap *Organizational Citizenship Behavior* (OCB) Pada PT. Nusa Sarana Citra Bakti Baturaja. Dibimbing oleh Ibu Rosmala Dewi, S.E.,M.Si selaku pembimbing I dan, Ibu Dahlia S.E.,M.Si, selaku pembimbing II.**

Penelitian ini bertujuan untuk mengetahui Pengaruh Komitmen Organisasi Dan Kepuasan Kerja Terhadap *Organizational Citizenship Behavior* (OCB) Pada PT. Nusa Sarana Citra Bakti Baturaja. Teknik pengumpulan data dalam penelitian ini melalui penyebaran kuesioner dengan jumlah populasi sebanyak 40 orang. Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh variabel Komitmen Organisasi Terhadap *Organizational Citizenship Behavior* (OCB) Pada PT. Nusa Sarana Citra Bakti Baturaja dengan nilai  $t_{hitung} 2.097 > t_{tabel} 2.026$ , ada pengaruh variabel Kepuasan kerja Terhadap *Organizational Citizenship Behavior* (OCB) Pada PT. Nusa Sarana Citra Bakti Baturaja dengan nilai  $t_{hitung} 7.738 > t_{tabel} 2.026$ , secara simultan didapatkan ada pengaruh Komitmen Organisasi Dan Kepuasan Kerja Terhadap *Organizational Citizenship Behavior* (OCB) Pada PT. Nusa Sarana Citra Bakti Baturaja dengan nilai  $f_{hitung}$  sebesar  $31.290 > F_{tabel} 3,25$ . Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0.628 hal ini menunjukkan berarti sumbangan pengaruh Komitmen Organisasi dan Kepuasan Kerja Terhadap *Organizational Citizenship Behavior* (OCB) Pada PT. Nusa Sarana Citra Bakti Baturaja sebesar 62.8% sedangkan sisanya 37.2% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti kepribadian, moral karyawan dan motivasi (Titisari, 2014, p. 15).

**Kata Kunci : Komitmen Organisasi, Kepuasan Kerja, *Organizational Citizenship Behavior* (OCB)**

